

Our Gender Pay Gap figures have been calculated in line with the regulations set out in the gender pay gap reporting legislation. I confirm that these figures have been verified and are accurate.

Martin Cooper CFO

Gender Pay Reporting

Under new laws welcomed by Runwood Homes Ltd, employers in the UK with 250 or more employees are now required to report gender pay gap information.

The gender pay gap looks at the difference in the average earnings received by male and female employees, irrespective of their role or seniority. It is therefore distinct from equal pay, which compares men and women carrying out equivalent work.

We are confident that men and women are paid equally for doing the same job. However, the greater proportion of men than women in our senior executive positions creates a gender pay gap.

The statistics reported below are based on a snapshot of data taken on 5th April 2019.

Mean and Median Gender Pay Gap

The mean pay gap is the difference between average hourly pay of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly pay of men and women. It takes all earnings in the sample, lines them up in order from lowest to highest and picks out the middle earnings.

	Mean	Median
Gender Pay Gap	24.8%	1.1%

The main reasons underlying our mean and median gender pay gaps are that there are more women than men in our lower paid roles and at all leadership levels in Runwood Homes except at the senior executive level where there are a greater number of men than women. Therefore the mean pay gap, in particular, is skewed by a small number of men on senior executive salaries.

The median pay gap is less influenced by outliers and therefore is more representative of our workforce and at 1.1%.

Mean and Median Gender Bonus Gap

	Mean	Median
Bonus Gap	88.1%	17.0%

Our mean and median gender bonus gaps are significantly affected by the fact that the majority of senior executives are male and receive greater bonuses due to their higher salaries than other employees at Runwood Homes.

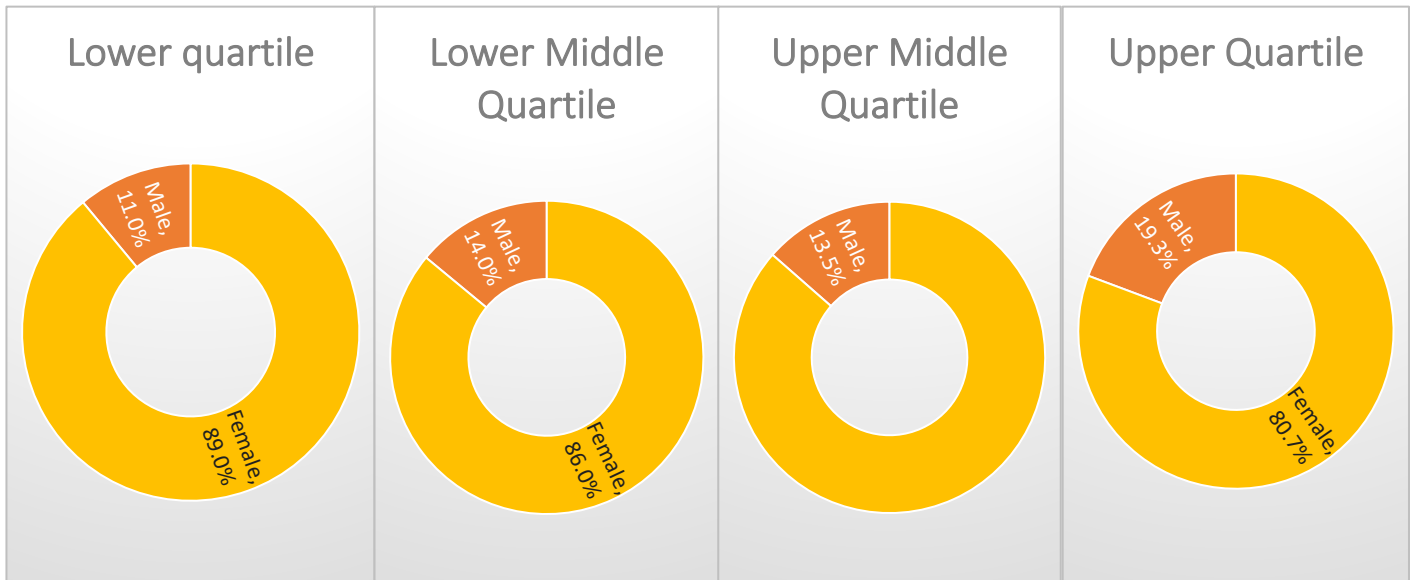
Proportion of employees receiving bonuses

The difference between the proportion of men and women receiving bonuses as a whole is negligible.

	Men	Women
Proportion receiving bonus payment	2.0%	1.2%

Proportion of Males and Females in Pay Quartiles

The pie charts set out below show the gender split when we order hourly rate of pay from highest to lowest and group the workforce into four equal pay quartiles.



In line with most care home providers, the majority of our workforce is female throughout all four quartiles.

How we are addressing the gender pay gap

Runwood Homes as an organisation, remain committed to diversity and inclusion and we have therefore developed the following initiatives to try to increase gender diversity further:

- Evolving senior executive recruitment processes to ensure diverse talent is identified
- Developing a new talent management strategy of which diversity will form a part
- Reviewing and developing diversity and inclusion policies and practices
- Reviewing and benchmarking pay and bonuses to ensure equal pay
- Analysis of exit interview data for underlying trends of reasons for leaving which can then be addressed
- We will continue to scrutinise our gender pay gap and explore ways to improve.